



DEPARTMENT OF HEALTH AND HUMAN SERVICES

EXECUTIVE PERFORMANCE PLAN

EXECUTIVE'S NAME (Last, First, MI) Dr. Charles Grim	POSITION TITLE Director
ORGANIZATION Indian Health Service	APPRAISAL PERIOD 10/1/2005-9/30-2006

PART I. PERFORMANCE PLAN DEVELOPMENT, MONITORING AND APPRAISAL**A. Performance Plan Development**

EXECUTIVE'S SIGNATURE	DATE
RATING OFFICIAL'S SIGNATURE	DATE DEC 29 2005

B. Progress Review - Attach comments in accordance with instructions.*(Complete not later than midway through the performance cycle and not earlier than 90 days after the plan is developed.)*

EXECUTIVE'S SIGNATURE	DATE
RATING OFFICIAL'S SIGNATURE	DATE

C. Initial Summary Rating - Complete Initial Summary Rating Narrative in accordance with instructions.☐ Exceptional ☐ Fully Successful ☐ Minimally Satisfactory ☐ Unsatisfactory

EXECUTIVE'S SIGNATURE	DATE
RATING OFFICIAL'S SIGNATURE	DATE

D. Performance Review Board (PRB) Recommendation for Rating and Recognition - Attach comments, if applicable☐ Exceptional ☐ Fully Successful ☐ Minimally Satisfactory ☐ UnsatisfactoryPay Increase: _____ Performance Bonus: _____ *(enter as a percentage of base salary)*

PERFORMANCE REVIEW BOARD SIGNATURE	DATE
------------------------------------	------

E. Annual Summary Rating - Attach comments in accordance with instructions.☐ Exceptional ☐ Fully Successful ☐ Minimally Satisfactory ☐ UnsatisfactoryPay Increase: _____ Performance Bonus: _____ *(enter as a percentage of base salary)*

OPDIV/STAFFDIV Head Signature	DATE
-------------------------------	------

F. Final Performance Rating and Recognition - Attach comments in accordance with instructions.☐ Exceptional ☐ Fully Successful ☐ Minimally Satisfactory ☐ UnsatisfactoryPay Increase: _____ Performance Bonus: _____ *(enter as a percentage of base salary)*

Departmental Signature	DATE
------------------------	------

EXECUTIVE'S NAME (Last, First, MI)

Dr. Charles Grim

POSITION TITLE

Director

PERFORMANCE AGREEMENT: One HHS Program and Management Objectives (continued)

(Add credible performance measure as appropriate. See instructions)

10. Improve Budget and Performance Integration

☐ Not Applicable

Requirements:

- a) Meet the OMB mandated 'Green' Standards for Success.
- b) Improve program performance and efficiency using PART reviews and other tools, including:
 1. Ensuring that valid efficiency measures are measured and used by all PARTed programs;
 2. Maintaining or improve on the standard that all IHS PARTed programs are rated at adequate or better;
 3. Demonstrating an improvement in the achievement of established annual targets, as reported in the annual performance budget.
- c) Submit timely performance and budget materials to the Department, OMB and Congress that clearly link the accomplishment of performance goals with the level of funding requested.

11. Improve the Human Condition Around the World

☒ Not Applicable

Requirements:

12. Implement the Real Property Asset Management Program

☐ Not Applicable

Requirements:

- a) Meet the OMB and HHS mandated "Green" Standards for Success for FY06.
By March 30, 2006, develop processes to consider selected FRPC and HHS metrics in facility planning, budget development, and priority-setting tied to the budget process.
By June 1, 2006, develop capital investment plan and operations and maintenance annual work plan, based on FRPC and HHS metrics, for the IHS budget submission.
By September 15, 2006, initiate implementation of applicable capital investment plans, operations and maintenance annual work plans, and leasing plans.
- b) Comply with HHS Construction Delivery and Program Requirements in accordance with the September 8, 2005, memorandum, Establishing HHS Performance Measures.
Comply with HHS performance measures for Facility Construction, Mission Dependency, Facility Condition, and Facility Utilization.
- c) Meet the OMB and HHS socioeconomic objectives for Historic Preservation and Environmental Management.
By July 1, 2006, develop Historic Preservation Plans for all properties identified as possible historic resources including evaluation of existing Historic Preservation Plans for IHS historic real property assets identified as "Listed Properties" on the National Register of Historic Places or "Contributing Elements" in National Registered Landmarks/Historic Districts.
By September 30, 2006, initiate implementation for 75 percent of the plans.
By March 31, 2006, IHS will have an agency wide environmental management implementation plan developed.

13. Broaden Health Insurance and Long Term Care Coverage

☐ Not Applicable

Requirements:

- a) Co-sponsor the AI/AN Long Term Care Conference, a forum for sharing strategies and promising practices with Tribal and Urban Indian health elder services professionals engaged in developing long-term care services, for an estimated 200 participants in Q4 FY06.

14. Achieve Performance Accountability

☐ Not Applicable

Requirements:

- a) Develop and/or approve IHS subordinate SES performance plans by 12/31/2005. Document mid-year progress reviews on all direct-report employees and ensure that subordinate supervisors also document mid-year progress reviews (mid-year for SES employees will be April 20, 2006). Ensure that all new IHS employees have performance contracts in place not later than 30 days after beginning employment.
- b) By January 31, 2006, certify that IHS SES performance plans align with the Top 20 and include credible measures. Implement the new non-SES performance system by ensuring that IHS employees have new performance plans established under the new system by September 30, 2006.

15. Promote Quality, Relevance & Performance of Research and Development Activities

☒ Not Applicable

Requirements: